



## A Message From Your President

Fellow HR Professionals,

The HR profession has come a long way. We came from humble beginnings as what I have traditionally referred to as “paper pushers.” We served coffee, we ran copies, and always made sure the “I’s were dotted” and the “t’s crossed.”

Look at us now.

Strategic partners. Executive team members. Leadership liaisons. Employee advocates. Change agents. Organizational architects. Negotiators. Mediators. Recruiters. Trainers. Analysts.

I find Human Resources to be one of the greatest professions in the world. We have the option of working in the functional areas where we are most gifted while still having the ability to harness our skills in other areas. Every colleague I have ever spoken with who has reflected on their career almost unanimously declares, “It’s something different every day.” We have our pick of whatever organizational structure we want to be a part of whether it is government, corporate, for profit, non-profit, and small and large businesses.

We choose our industry – healthcare, manufacturing, agricultural, pharmaceutical, hospitality, food services, retail, and more.

The tenured HR professionals, the original “paper pushers”, have carried the mentality that we must claw our way to the top. We fought tooth and nail to move from the coffee carabiners to a seat at the executive table. So, as it were, our less tenured HR professionals observed this progression and are clawing their way to stay at the top.

At the end of the day though, what truly matters?

I recently had a friend pass and as I reflected on her life, I realized that it wasn’t the exciting gift exchanges, the huge life events, or the shopping sprees that I’ll remember her by. It was her squinty eyes when she smiled. The funny way she danced. Her love of Mexican food, and her passion for music.

You matter more than anything else in this world. You matter more than any new car, high-dollar salary, huge home, or fancy charcuterie platter.

Are you loving and respecting yourself as you would your spouse, your partner, your child, your family, and your friends? Or, are you telling yourself you’re not smart enough, good enough, or deserving enough? Are you directing positive energy towards others in your life or are you jealous and spiteful towards their successes? Pay very close attention to what you put out in this world, positive or negative, because the universe will always deliver. *Continued on page 2*

It is time to be selfish. I am not referring to the word “selfish” in the traditional sense, but rather **self-first**.

So, what does that mean? Simply... put yourself first. Get simple. Be natural. Quiet the voice in your head and listen instead. Do some deep breathing today. Stop and stretch when you are sore. Wake up a little early tomorrow to hear the birds. Stay up a little later next week to see the stars. Build a fire over the weekend and stare at it, not your phone. Be an example and give back.

Because when it’s all said and done, your colleagues will not remember you for the Hummer you had or the latest shipment from your subscription clothing service; they will remember the smile on your face

and the way you made them laugh over a cup of coffee in the breakroom.

Your employees will remember you for your sincerity and that you were trustworthy, confident, peaceful, and kind. Your organization will remember you for showing up. Truly showing up—mind, body, soul, and space.

As HR Professionals, we spend our days doing for others, and that’s a very good and noble thing, but what will you do for yourself today?

**Ashley Case**  
*Bluegrass SHRM President*

## CONGRATULATIONS NEW BOARD MEMBERS



**Contessa Montgomery**  
*Programs Director*



**Heather Ballinger**  
*Internal Communications Director*



**Jennifer Gunter**  
*Diversity & Community Outreach Director*



**Kimberly O'Donnell**  
*Legislative Affairs Director*



**Paula Frizzell**  
*Wellness Director*

## SHARE YOUR DIVERSITY, EQUITY & INCLUSION SUCCESS STORIES

Are you proud of the work your organization is doing to promote a diverse and inclusive workplace? Have you recently launched any Diversity, Equity and Inclusion (DE&I) initiatives that were well received? Are you willing to share what made your efforts successful? If you answered “YES” to these questions, the Diversity & Inclusion Committee would like to hear from YOU!

Members who’ve been directly engaged in their organizations efforts to improve diversity, equity and inclusion efforts are encouraged to complete [THIS](#) submission form. Those who participate will be spotlighted in an upcoming chapter meeting or event. A compilation of best practices and initiatives will be shared with BGSHRM members in an effort to guide local employers on how to create inclusive workplaces and cultures.

### DIVERSITY & INCLUSION AWARENESS MONTHS

<b>APRIL</b>	Autism Awareness Month
<b>MAY</b>	Asian Pacific American Heritage Month Mental Health Awareness Month
<b>JUNE</b>	Pride Month Juneteenth

## SHRM LAUNCHES HR APPRENTICESHIP PROGRAM

SHRM is launching an HR apprenticeship program this year. Beginning in 2021, through a three-year Department of Labor grant, SHRM Foundation's Human Resource Registered Apprenticeship Program (HR RAP) will help you:

- Prepare Employees for Challenges of the 21st Century Workplace
- Create Opportunities for a Diverse Workforce
- Provide Talent to Create Returns to Your Business Operations

Powered by SHRM's globally recognized competency-based certification program, the HR RAP will develop apprentices for the HR Specialist role through a "learn and earn" experience. Apprentices will be prepared to earn the SHRM-Certified Professional credential, giving them the skills they need to deliver results to your organization and an opportunity to progress in an established career path.

With the HR RAP, you offer an apprentice:

- A Paid Job
- Mentorship
- On-the-Job Learning
- Classroom Learning
- The SHRM-CP Credential

The benefits to employers include:

- Improved Productivity
- Customized Training
- Increased Retention
- Diversified Talent Pool

Apprenticeships are a career path to many white-collar professions NOT just unions and the trades. Apprenticeship works for any program that is skill-based and can be supported by experiential learning. Apprenticeships are growing in non-trade industries such as IT, healthcare, advanced manufacturing, insurance, and hospitality. The resources spent are an investment in an employee which will result in higher productivity and lower recruitment costs, NOT just an expense. Employers can reduce costs by partnering with other employers and the public works system. Educational institutions and community organizations can offset education and training costs. **There is no minimum size for employers.** This is NOT just a program for large employers. Apprenticeship is ideal for any position that benefits from on-the-job learning and where there is a committed mentor. It's useful for positions where employers are faced with high turnover.

The SHRM Foundation will be your partner and provide resources needed to establish a registered apprenticeship program including:

- Providing a SHRM-designed, Department of Labor registered program to give an apprentice the skills and competencies required to be an HR Specialist
- Guidance on how to tailor the course work and on-the-job learning to meet your needs
- Recommended educational institutions to provide the classroom learning
- Resources for assuring apprenticeship success
- Assistance in completing all required paperwork

Would your organization be interested in participating? Sign up to obtain more information at [SHRM Foundation | HR Apprenticeship Program](#) (bottom of page).

## SHRM FOUNDATION

I can't thank all of you enough for your participation in our events that benefitted the SHRM Foundation last year. Whether you donated an item, successfully bid or were a sponsor in our silent auction; purchased a mask; or donated directly to the SHRM Foundation, YOUR efforts allowed BGSHRM to finish 10th in the nation in fundraising for 2021!! We raised over \$5000 in our virtual silent auction and sold over 100 masks for the year, which is truly remarkable seeing that we never met in person past March and were in the middle of a global pandemic!

The SHRM Foundation will continue its 'Veterans at Work,' 'Veterans at Work Certificate Program' (in which HR professionals can earn 10 PDU's toward their SHRM re-certification), and 'Employing Abilities at Work' Initiatives. New for 2021 will be the 'Getting Talent Back to Work' Initiative, whose primary focus is to assist those with criminal records, achieve gainful employment. The Foundation is also addressing 'The Aging Workforce,' by sharing thoughts on Best Practices for recruiting and retaining older workers and leveraging the talents of mature employees. All of these groups are often overlooked and contain wonderful potential candidates for employment.

Did you know that the SHRM Foundation offers Scholarships, Grants and Awards? You do not have to be a SHRM member to apply. See the following list of application dates and deadlines.

### Scholarships, Grants and Awards Overview

Scholarship/Award	Application Opens	Deadline	Intended Audience
<a href="#">Student Chapter Advisor Impact Award</a>	January 19, 2021	March 31, 2021	Emerging Pros
<a href="#">Michael R. Losey Excellence in HR Research Award</a>	January 19, 2021	March 31, 2021	Pros
<a href="#">Susan R. Meisinger Fellowship for Graduate Study in HR</a>	January 19, 2021	March 31, 2021	Emerging Pros
<a href="#">Undergraduate Scholarships</a>	January 19, 2021	March 31, 2021	Emerging Pros
<a href="#">Graduate Scholarships</a>	January 19, 2021	March 31, 2021	Emerging Pros
<a href="#">Undergrad HR Exploration Award</a>	January 19, 2021	March 31, 2021	Emerging Pros
<a href="#">Inclusion Conference &amp; Exposition Professional Development Grants</a>	February 2, 2021	May 19, 2021	Pros & Emerging Pros
<a href="#">Student Membership Award</a>	February 2, 2021	May 19, 2021	Emerging Pros
<a href="#">SHRM-CP or SHRM-SCP Professional Development Grants</a>	May 4, 2021	June 9, 2021	Emerging Pros

For more information, please consult the SHRM Foundation directly at [shrmfoundation@shrm.org](mailto:shrmfoundation@shrm.org) or Tiffany Yarbrough at [foundation@bgshrm.org](mailto:foundation@bgshrm.org). Stay tuned for upcoming events and opportunities to benefit the Foundation.

# BGSHRM CERTIFICATION SCHOLARSHIP

## The BGSHRM Certification Scholarship – What is it? Who can apply? What is it for?

For the past two years, BGSHRM has partnered with the University of Kentucky Federal Credit Union (UKFCU) to offer a scholarship opportunity exclusively for BGSHRM members seeking SHRM Certification. The cost of obtaining SHRM certification is no joke, and many organizations are not financially able to support their HR professional staff through the certification journey. The BGSHRM Certification Scholarship program was created as a way to enhance our organization's ability to support members who do not have the financial means to prepare for certification. The scholarship awards \$1500 to the recipient to cover costs associated with preparation course materials and testing. Included with the scholarship is the SHRM-BoK (Body of Knowledge). The annual program application process officially kicks off in the Fall with the awardee selected during the month of December. Scholarship recipients are announced to the BGSHRM community at the January meeting. What a great way to kick off the new year! If you are thinking about pursuing SHRM Certification and do not have the financial support for preparation, the BGSHRM Scholarship Program may be for you! Make a note to check our website in the Fall when we open up the application process for the 2021 award.

The BGSHRM Certification Scholarship is sponsored and supported by UKFCU in memory of BSHRM Member LeeAnne Mantz. LeeAnne, who passed away in late 2017, played an integral role in developing the partnership between BGSHRM and UKFCU. The partnership is so important to our organization and we believe the scholarship is a perfect way to memorialize and celebrate the contributions LeeAnne made to BGSHRM.

**As a reminder for those interested in Spring Testing, the Standard Application Deadline ends April 9, 2021. You must register by this date in order to test during the May 1 – July 15 testing window.**

## 2020 BGSHRM Certification Scholarship Recipient

Leah Brown is the recipient of the 2020 BGSHRM Certification Scholarship. Ms. Brown is currently employed as an HR Analyst with the Forcht Group. She serves on the Newsletter Committee for BGSHRM where she has taken on responsibilities of acting designer and editor. This role has allowed



her to distribute pertinent and useful information to members of BGSHRM. Ms. Brown has taken on several opportunities to positively impact the community. Some endeavors include fundraising for the Juvenile Diabetes Research Foundation One Walks, adopting children through the Salvation Army Angel Tree program and serving as a “Blue Shirt” volunteer at Southland Christian Church. Leah is interested in seeking the SHRM certification due to inspiration from her colleagues who have reaped the benefits of their certification. She believes that being certified will equip her with the knowledge and expertise needed to divert tough situations from managers and resolve them in a timely manner creating greater efficiency and confidence within her team. Leah describes herself as a “tenacious young leader” who is eager to challenge herself in all aspects of Human Resources.

Leah has already put her award to good use by enrolling in the “virtual” SHRM Certification Course provided through KYSHRM. This 10-week course began in mid-February. If you are interested in future courses offered by KYSHRM or would like information on other preparation courses, please contact [certification@bgshrm.org](mailto:certification@bgshrm.org). Heather Humphreys, Certification Director will be happy to assist you with selecting an educational path that meets your needs.

# ARE YOU LEVERAGING EQ IN YOUR ORGANIZATION?

An interview with Jaclyn T. Badeau, CPA, CGMA, MBA, EQ Certified and President of Badeau Consulting.

Jaclyn will be the speaker for BGSHRM's upcoming Chapter Meeting in April. Jaclyn's presentation, EQ: Where the Rubber Meets the Road! is scheduled on Tuesday, 4/13/2021 from 12:00 PM - 1:00 PM EST. Here's the inside scoop on EQ and how you can leverage this critical skillset to make a positive impact on your organization, from Jaclyn herself.

## UPCOMING CHAPTER MEETINGS

<b>APRIL 13</b>	EQ: Where Rubber Meets the Road!
<b>MAY 11</b>	TBD

### What will BGSHRM members take away from this program that they will be able to apply immediately in their jobs as HR professionals?

What personal and professional improvements can BGSHRM members expect to achieve as a result of attending this training? First of all, you're going to learn what EQ is and why it's important. EQ is the greatest predictor of job success regardless of role. Many factors contribute to job success (job skills, education, experience, etc.) but EQ is #1, regardless of position.

You will learn what value you can get out of your organization if you promote EQ. There are a lot of ways to apply EQ thinking. EQ applies to recruiting (many employers utilize EQ assessments to identify candidates with EQ skills/traits that predict success at work), coaching, training/development (including leadership and succession planning), and more. By the end of this training, you will understand EQ and how to use it to move your organization forward and reach the company's goals.

There are actually 15 total leadership skills that make up EQ. During this session, I will dive into three of those leadership skills that are crucial given today's macro environment: emotional self-awareness, empathy, and optimism. After I introduce each skill, I'll provide some training tips on what you can do to improve those skills in your personal and professional life.

Please join Jaclyn T. Badeau to learn more during BGSHRM's Chapter Meeting in April!

## WE ARE SOCIAL!



Make sure to **follow**,  
**tag**, and **like**  
BLUEGRASS SHRM  
online



## CONTRIBUTE TO THE NEWSLETTER!

- Content must be directly related to a SHRM Competency and kept to under 250 words. For more information on the SHRM Competency Model visit: [SHRM Competency Model](#).
- Include a brief (1-2 sentences) bio with your submission.
- Professional experiences and stories tied to the SHRM Competency you are writing about are encouraged. Please use pseudonyms in place of company names and people when sharing.
- Photo submissions to support your content are also encouraged.

### NEWSLETTER EDITORS AND CONTRIBUTORS

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HEATHER HUMPHREYS | *"BGSHRM Certification Scholarship"*  
JACLYN T. BADEAU | *"Are You Leveraging EQ in Your Organization?"*